


## **Native American/Alaskan Native (NA/AN) Employment Program Overview**



**Purpose: ensure equal opportunity in the hiring, advancement, training, and treatment of Native American/Alaskan Native employees**

**Goal: strive to achieve a civilian workforce in which qualified NA/AN employees are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian workforce**



## **Native American/Alaskan Native (NA/AN) Program Manager**



**Native American/Alaskan Native (NA/AN) Program Manager should understand the causes and effects of racial discrimination; have good managerial and organizational skills; be familiar with the principles of personnel management; and be able to identify and work to resolve problems that affect the hiring, advancement, training, treatment, and recognition of NA/AN employees within the workforce**

## **Overview of Native American/Alaska Native (NA/AN) Program Manager Duties**

**Develop and evaluate policies and procedures for the NA/AN Employment Program; identify and resolve actual and perceived system inequities which adversely affect NA/AN employees**

**Provide leadership, advice, and guidance to managers, supervisors, and employees**

**Serve as an advocate to management for the changes necessary to overcome barriers which restrict equal employment opportunities**

**Analyze and review statistical data for NA/AN employees**

## **Overview of NA/AN Program Manager Duties (Cont'd)**

**Coordinate with civilian personnel to identify vacant positions or promotional/training opportunities for which NA/AN employees may want to apply**

**Provide career information and counseling to NA/AN employees**

**Work with government and non-government organizations to provide opportunities for career enhancement of NA/AN employees**

**Represent the commander at local and national meetings and conferences that may be beneficial to the Army**

## American Indian Heritage Month

**It took more than 80 years for the nation to establish a National American Indian Heritage Month.**

**On 28 Sep 1915, the Congress of the American Indian Association declared the second Saturday of each May as an American Indian Day. In 1976, Congress passed a joint resolution authorizing the president to proclaim the week of Oct 10-16 as "Native American Awareness Week." Days and weeks of different months were set aside to honor the first Americans until they were given a month in 1990. Since 1994, each President has issued a proclamation designating November as National American Indian Heritage Month.**

# You Can Help!

**Contact your local EEO  
Office to become a  
member of the Special  
Emphasis Program  
Team**

